

SETTLEMENT - TWU-250A (9163)					
		Variable Fringe	38.66%	36.92%	
			ADDITIONAL COSTS/(SAVINGS)		
TOPIC	PROPOSED CHANGE		FY2015	FY2016	COMMENTS
1	Term	2 years – July 1, 2014 to June 30, 2016			no costing
2	Wages	<ul style="list-style-type: none"> • First Year: 3%, effective July 1, 2014 • Second Year: CPI-U (February – February) minimum of 2.25%, maximum of 3.25%; effective July 1, 2015 • All employees hired on or after July 1, 2014 will be subject to a satisfactory evaluation before advancement on the salary schedule 	\$3,672,226	\$5,254,494	salary
			\$1,419,682	\$1,939,959	variable fringe
3	Retirement Pension Swap	<ul style="list-style-type: none"> • Employees hired before July 1, 2011, 5.05% wage increase in place of 7.5% EPMC pick-up by SFMTA • Employees hired on or after July 1, 2011, 1.68% wage increase in place of 2.5% EPMC pick-up by SFMTA 	\$6,326,884	\$6,465,275	salary
			\$2,445,973	\$2,386,980	variable fringe
			(\$10,680,064)	(\$11,591,894)	retirement pick-up per budget
4	Health: Contribution Cap to City's 93/93/83 health contribution plan	<ul style="list-style-type: none"> • Employee Only: Employer contributes 93% of total premium, and not to exceed 93% of total premium of second highest-cost plan • Employee Plus One: Employer contributes 93% of total premium, and not to exceed 93% of total premium of second highest-cost plan • Employee Plus Two or More: Employer contributes 83% of total premium, and not to exceed 83% of total premium for second highest-cost plan 	(\$99,545)	(\$240,141)	
5a	Part-Time Operators	<ul style="list-style-type: none"> • Range Limit: maximum from 12 hours to 13 hours (full-time stays at 12 hours) • Daily Limit: maximum from 5 hours to 7 hours • Weekly Limit: maximum from 25 hours to 28 hours 	\$506,528	\$575,137	salary
5b			\$195,824	\$212,341	variable fringe
6	Progression through Salary Schedule: from 19 months to 4 years	<ul style="list-style-type: none"> • Step 1: 63% of Top Rate, 1 year (first year) • Step 2: 72.25% of Top Rate, 1 year (second year) • Step 3: 81.5% of Top rate, 1 year (third year) • Step 4: 90.75% of Top Rate, 1 year (fourth year) • Step 5: 100% of Top Rate, thereafter (fifth year and thereafter) 			Combined with costing for item# 2
7	Paperless Pay Policy	Employees will receive pay electronically			no costing
8	Disciplinary Suspension	Employees suspended for discipline may use option of reducing salary by 20% for a period of time in lieu of time off			no costing
9	Joint Labor Management Committee	Minor additions for discussion topics			no costing
			<u>\$3,787,509</u>	<u>\$5,002,150</u>	